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[International city management
association. women's network]women in politics -- California
Suttles, Sherry

Dear Women In Government:

Perhaps we should call ourselves the WIGS! Just a reminder that the City Manager's Department of the League of California Cities is holding its annual conference February 18-20, 1976 in the Riviera Hotel, Palm Springs, California. I am sending a letter to the City Managers in San Mateo County urging them to make sure women staff members are given an opportunity to attend. Attached is a copy of that letter which you might want to show in addition to this one to your own City Managers. Since I do wear two hats there is mention as well of the Minority Executive Placement Program.

Other news--Larry Rutter of ICMA did respond to my letter and has indicated that ICMA will be recruiting you all to join that organization. As yet I have not heard from ASPA or the California Elected Womens Group or the League of California Cities on this matter. I do intend to keep in touch with them however. Enclosed please find the mailing list which I have compiled so far of women who have attended our various meetings. Since this network idea is strictly unstructured at this point, feel free to make use of this list in any way you wish.

Finally, I am happy to report that the women who met in Southern California were eager to form a formal structure and to lobby the League of California Cities and others for official recognition and input. A copy of the report from that meeting is also enclosed for your information.

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Although I promised to hold a meeting before the Palms Conference, I think it makes more sense now to wait until after that event. I am tentatively planning to schedule one for the first week in March, probably Friday the 5th. Hold that date and consider this final unless you hear differently from me. I would like to hold this meeting in Berkeley and am presently inquiring about the Hotel Claremont where the League of California Cities offices are situated as well as ABAG. When you RSVP, which I am now requesting, we will give you that place. As for the time I think the lunch hour is still a good one - 12:00 to 2:00 p.m. I also think a formal program is in order and will be putting that together shortly. Tentative speakers are: China Anne Galland, fellow ICMA coordinator and former Assistant to the City Manager - Dallas, Texas; Bernice Smith, Assistant City Manager - Haward and Pat Jones - League of California Cities staff. Tentative topic: "The Joys of Being a Woman Manager"!

Hope to see you all in Palm Springs or in Berkeley or in both.

Sincerely,

A handwritten signature in cursive script that reads "Sherry Suttles".

Sherry Suttles
Assistant City ManagerSS:dj
enclosures

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January 20, 1976

Jim DeChaine, City Manager
City of Belmont
1365 Fifth Avenue
Belmont, Calif.

Dear Jim:

I regret that I missed the opportunity to be on last Friday's agenda at the San Mateo County City Manager's meeting. I am therefore writing this letter to the managers to make two important announcements concerning the Palm Springs Conference in February:

1. I suggested to Richard Monteilh, Director of ICMA's Minority Executive Placement Program, that a reception be held similar to the ones at the annual conferences which would serve as an introduction of the minority candidates in that program to the California City Managers. He and Wayne Wedin, President of our League Department, have since been in touch and it was decided between the two of them to spotlight these candidates at the regular reception instead. This is an ideal opportunity for Managers to get familiar with minority persons throughout the state of California and to judge whether or not their qualifications would suit a particular jurisdiction. Even if there are no openings at the moment, I think all Managers will benefit from this experience and can draw upon it for future reference.
2. And now for my second hat! As many of the Managers may know, I have been serving as the western coordinator of the ICMA Women's Network. In that capacity I have held two meetings here in Menlo Park and have initiated a similar group in southern California with Teena Clifton, City Manager of Rolling Hills Estates. I urge all Managers to do their best in sending to Palm Springs as many women administrators as they possibly can who may be interested in pursuing the city management profession. Some of the women identified in our network come from Personnel or Finance and many other departments so Managers may not want to limit the offer to their immediate staff. If I can be of any assistance in identifying persons, I will be happy to do so.

Jim, I would still like at some future time to have a discussion of these items on one of our luncheon meeting agendas.

Sincerely,

Sherry Suttles
Assistant City Manager

cc: All city Managers - SM County
Teena Clifton
ICMA Headqtrs., attn: L. Rutter
R. Monteilh

SS:dj

Report on the Meeting of
Women Managers in Southern California

Held: December 5, 1975 - in Los Angeles, California

Teena Clifton, City Manager of Rilling Hills, California moderated the meeting. She gave a brief background about her involvement in the profession and the League of California Cities in particular. She has recently been appointed to the Executive Committee and therefore is a valuable resource to the group. Next, Sherry Suttles, City of Menlo Park, gave a brief history of the development of the womens' network tracing the history from the first ICMA Task Force on Minorities and Women to the November 7 meeting held in Northern California.

Beverly Hawkins, who is the former chairperson of the ASPA National Committee on Women, was in attendance and outlined the variuos options that she saw the group had before them. (1) We could work within ICMA and promote certain candidates for Board seats or, (2) we could work outside of the organization providing job information, lobbying for legislative changes, etc. or (3) we could do both. She made mention of the fact that many women in the profession were hesitant to really get out front because they may have to confront the very persons who are in the position to hire them.

Although some were sympathetic to that plight, others in the group were prepared to take a stand if need be. The kind of activities they suggested included:

- Establishing a permanent body, perhaps incorporated;
- Raising funds to promote the group's activities such as sending women representatives to various manager meetings;
- Disseminating an information newsletter;
- Calling upon successful managers to report on techniques they used in breaking into the system;
- Lobbying the Sacramento for legislation which would prevent sex discrimination in civil service;
- Training programs.

As for the Palm Springs Conference of City Managers, it was suggested that a session be held which concentrated on the expertise of women in the profession rather than the issue of women in the profession. That is, a panel perhaps should be devoted to a functional topic but the members of it would be women who have a tehcnical background on the subject matter.

Mrs. Clifton was granted permission to proceed in four areas which she suggested:

- (1) Ask the League of California Cities to establish a central location of names and addresses of women in the state who could be plugged into this network.
- (2) Promote the establishment of a Task Force on Women in the League of California Cities which would draw participants from all of the League's departments.
- (3) Promote a women's program at the Palm Springs Conference (the group yielded to the Northern California's proposal for the time being)

- (4) Promote some kind of a by-law change which would permit women to serve on the Executive Committee of the City Manager's department.

The final action of the group was to set up a steering committee which will report back to the group as a whole with a proposed structure for their consideration. They will decide whether the structure will be a formal organization or just a continuation of the informal network concept.

The meeting was adjourned until the steering committee meets the first of January, 1976.

cc: Mr. Larry Rutter, ICMA ✓
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WOMEN IN GOVERNMENT

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